

Message Text

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ACTION PER-03

INFO OCT-01 NEA-10 ISO-00 A-01 ABF-01 FSE-00 OPR-02 AID-05

IO-10 L-03 USIA-15 DODE-00 AGR-10 /061 W

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R 041348Z NOV 75

FM AMEMBASSY DAMASCUS

TO SECSTATE WASHDC 5103

UNCLAS DAMASCUS 4335

DEPT FOR PER/PCE/PPM/LP AND NEA/EX

E.O. 11652: N/A

TAGS: AFSP, APER, SY

SUBJ: RETIREMENT BENEFITS FOR CERTAIN ORE EMPLOYEES WHO
RETIRE IN THE FUTURE

REF: STATE 208777

A. THE FOLLOWING INFORMATION IS SUBMITTED AS REQUESTED
IN PARAGRAPH 6.2 OF REFTEL:

1. TOTAL NUMBER OF ORE EMPLOYEES IS 5
2. NUMBER NOW COVERED BY A LOCAL PENSION OR
SEVERANCE PAY PLAN: NONE.
3. NUMBER TO BE COVERED UNDER PROPOSED PLAN: 5.
4. ESTIMATED NUMBER WHO WILL ACHIEVE ELIGIBILITY
AND RETIRE UNDER PROPOSED PLAN IN EACH OF FISCAL
YEARS 1976, TRANSITION PERIOD 7/1/76; 1977
THROUGH 1981: NONE.
5. AVERAGE RETIREMENT AGE USED TO DEVELOP ESTIMATE
FOR ITEM 4: NOT APPLICABLE AS NONE WILL REACH
AGE 60 PRIOR TO 1981.

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AGES OF PRESENT 5 ORE EMPLOYEES ARE: COOK 51, BUTLER

47, MAID 47, MAID 33, HOUSEBOY 47 - AVERAGE
AGE IS 45.

6. ESTIMATED AVERAGE LENGTH OF SERVICE AT
RETIREMENT FOR EMPLOYEES IN ITEM 4: N/A.

LENGTHS OF SERVICE FOR THE 5 ORE EMPLOYEES ARE:

COOK EOD JAN. 1, 1957 TO AUG. 1, 1964 I.E. 6 YEARS AND 7
MONTHS IN ALEPPO.

COOK EOD AUG. 1, 1972 I.E. 3 YEARS AND 3 MONTHS IN DAMASCUS.

BUTLER - EOD AUG 1, 1972 I.E. 3 YEARS AND 3 MONTHS

MAID EOD DEC. 1, 1967 I.E. 7 YEARS AND 3 MONTHS

MAID EOD NOV 2, 1974 I.E. 11 MONTHS

HOUSEBOY EOD JULY 1, 1975 I.E. 4 MONTHS

TOTAL: 21 YEARS AND 7 MONTHS

AVERAGE: 4 YEARS AND 4 MONTHS.

NOTE: COOK AND BUTLER IN PARA 6 WORKED FROM AUGUST 1972
TO JUNE 1974 FOR CHIEF OF U.S. INTEREST SECTION (ITALIAN
EMBASSY) BUT THEIR SALARIES DURING THAT PERIOD WERE PAID
FROM U.S. GOVERNMENT FUNDS.

7. AVERAGE CURRENT ANNUAL CASH SALARY IN U.S.
DOLLAR EQUIVALENT FOR EMPLOYEES IN ITEM 4: N/A.

8. NOE OF THE PRESENT ORE EMPLOYEES WILL
BE ELIGIBLE TO RETIRE PRIOR TO 1981.

9. IN DEVELOPING A PLAN FOR THIS POST
THE EMBASSY ENVISAGES THAT THE EMPLOYEE WILL
MAKE A CONTRIBUTION EQUAL TO THAT MADE BY
THE US GOVERNMENT OF 7 PER CENT OF HIS/HER
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NET SALARY.

10. THE PRESENT SYRIAN SOCIAL SECURITY LAW
EXCLUDES DOMESTIC SERVANTS FROM PARTICIPATION.
A RETIREMENT PLAN SUCH AS SUGGESTED BY THE
REFTEL IS ONLY ALTERNATIVE IF THE EMBASSY
IS TO PROVIDE SOME FORM OF OLD AGE SECURITY
FOR ORE EMPLOYEES.

11. SHOULD THE SYRIAN GOVERNMENT REVERSE ITS POSITION ON EXCLUDING DOMESTIC SERVANTS FROM ITS SOCIAL SECURITY PROGRAM, THE PROPOSED PLAN FOR ORE EMPLOYEES COULD BE DISCONTINUED. HOWEVER, AT THIS TIME IT IS NOT POSSIBLE TO ESTABLISH A DATE WHEN THIS MIGHT OCCUR.

B. FOR BUDGET PLANNING PURPOSES THE DEPARTMENT IS ADVISED THAT A 7 PER CENT EMPLOYER CONTRIBUTION TO A RETIREMENT PLAN AT THE PRESENT SALARY RATES FOR THE 5 ORE EMPLOYEES WOULD AMOUNT TO 600 DOLLARS PER ANNUM (FYI SYRIAN SOCIAL SECURITY LAW REQUIRES 14 PERCENT CONTRIBUTION BY EMPLOYER AND 7 PERCENT CONTRIBUTION BY EMPLOYEE).

C. THE EMBASSY'S PROPOSED PLAN IS NOW BEING DRAFTED AND WILL BE SUBMITTED SHORTLY.
MURPHY

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